

INDY PRIDE, INC.
Minutes of the April 12, 2017 Board of Directors Meeting
Indianapolis, Indiana

I. CALL TO ORDER AND ESTABLISHMENT OF QUORUM

Jason H. Nolen-Doerr called the April 2017 Board of Directors (hereinafter "Board") of Indy Pride, Inc. to order at 6:00 p.m. EST and declared a quorum established in accordance with the By-Laws of Indy Pride, Inc.

Board Members Present:

Amber Bollman	Chet Van Wye
Tiffany Beenken	Chad Watson
Jason H. Nolen-Doerr	Jeremy York
H.R. Jung	Robert Patrick
Kit Malone	Grant Helms
Chris Morehead	
Chris Schneider	

Board Member Not Present:

Steve Kratzer

Guests Present:

G. David Caudill	Jason Handberg
Chris Paulsen	

II. APPROVAL OF March 2017 MINUTES

The Board received and reviewed minutes for the March 2017 Board of Directors Meeting via the April Board Packet. Chris Schneider noted a grammatical error in the announcements section.

Motion:

H.R. Jung moved, seconded by Amber Bollman, to approve the minutes. The minutes were approved unanimously.

III. MEMBERSHIP MINUTE

- No remarks were given.

IV. EXECUTIVE TEAM REPORTS

- **President:** Jason H. Nolen-Doerr submitted a grant application to help fund up to 10% of our ED position, including requests for additional technology for the position.
- **VP of Membership:** Chris had no addition to the report.
- **VP of Operations:** Jeremy York had no addition to the report.
- **Treasurer:** Chet VanWye shared that he is going to mail the form 990 after a final meeting with our CPA and final remarks from Jason and the Board.

- Vote to approve form 990 will be held in New Business.
- **Secretary:** Tiffany Beenken had no addition to the report.

Motion:

Jeremy York motioned, seconded by Chad Watson, to accept the executive reports. The motion was approved unanimously.

V. DIRETOR REPORTS

- **Volunteer Development:** Steve Kratzer was absent.
- **Director of InterPride Relations:** Chris Morehead shared update on upcoming mid-year meeting.
- **Festival Director:** H.R. Jung shared parade and vendor registration report, as well as the committed sponsors for this year. Ticket sales opened yesterday (4/11). Hot Box Pizza will add cards to their pizza boxes to help advertise. Looking for more sponsorship opportunities like Grub Hub and Good Fellas. Wanting to get in contact with someone to obtain a sponsor via Grindr. Community-partner tickets will be distributed, but need to determine how to communicate this. Pride Guide ad sizes and costs discussed. Submissions due by 4/26 in pdf format.
 - Kit Malone suggested that we let the organization determine how they want to communicate and see if they want us to share that message.
 - Jason H. Nolen-Doerr has reached out to the community partners to discuss how they would want distribute the free admission tickets for the Pride festival
 - Jeremy York mentioned that we need to be careful with how we communicate that there will be solidarity tickets
 - Volunteer portal opens next week; all volunteers receive free admission to the festival if they volunteer
 - Jason H. Nolen-Doerr has determined that we will communicate via a standard language on Facebook about the community partner tickets
 - Submission process suggested by Chris Morehead for additional community partners
 - Purpose statement to accompany the free tickets to send to community partners
 - Chris Schneider asked about the Pride Guide rates and what they were based off. H.R. Jung replied that these prices are based off of other Pride organizations' Pride Guides. H.R. Jung to resubmit pricing. Breakeven point is \$3,000.
 - Chris Schneider asked about distribution of Pride Guides. H.R. Jung replied that these will be distributed prior to the day of via online and at community partner locations.
- **Director of Marketing:** Amber Bollman had no additional report.

- **Director of Contracts and Administration:** Grant Helms had no additional report. Typeform membership survey for the Bylaws was conducted and the committee was selected. Bylaws will be updated and revisions will be presented in July 2017. Public commentary period for the Bylaws will be available after they are proposed.
 - Grant is working on copywriting/trademarking the Indy Pride logo

VI. EXECUTIVE SESSION

The Board entered into executive session at 6:45PM to discuss the following:

- **Executive Director Search Committee** – Offered an update and a presentation requesting the creation of a bonus structure or increased salary cap for potential candidates.
- **Succession Planning** – Discussed the need to recruit future candidates for the Board and outreach opportunities.

The Executive Session was closed by Jason H. Nolen Doerr at 7:39PM.

VII. NEW BUSINESS

- **Form 990**

Motion:

Chet Van Wye motioned, seconded by Robert Patrick to appoint send form 990. Motion passed unanimously.

- **2017 Goal Review**
 - Monthly educational series on track per the 2017 board goals
 - Securing an ED start date of May 1 – in process, but the start date may shift
 - Plan and policy grant writing – we have not actioned this, moving goal date to September 1 (ED goal)
 - 75% membership renewals – on track to hitting this goal per Chris Schneider – business as usual in retention and growth
 - 2 town-hall meetings – Festival “town-hall” aka launch party with 1-page report and the other meeting will be held post-festival in the July/August timeframe
 - Annual meeting move to more of a celebratory meeting
 - Include awards ceremony
 - Serve food as a way to give back to our members and sponsors
 - On track for the IT infrastructure
 - 100% of programs of the revenue generating – on track
 - 25% give back – Already met this with the IYG commitment
 - Increase net income for Pride festival by 15% - on track and surpassable
 - Not on track for policy and procedures goal
 - Attending min. of 5 regional Pride events – Chad Watson to action

- Attend one community partner event each quarter – Kit to work out a way of tracking this so we can report it
- **Nomination and Election Committee**
 - Committee of 7 total
 - 2 candidates : Jason Hamberg and Sebastian
 - Need 4 additional members for the committee – 2 members, 1 Past Board Member, and 2 current board members and list of alternates: Grant and Kit (Chair); past board member: Ruth Hawkins or Megan Klopchin; 2 general members - Christian Peek, Alex Van Corp, Kyle Casteel, Carry Bracken, Dana Black (non-member), Silvia Thomas, Andres Alias (non-member), Brandon Glen, Larry Stribling

Motion:

Grant motioned, seconded by Amber, to approve the list of the Nomination Committee. Motion passed unanimously with Robert Patrick abstaining.

- **ED Salary**
 - Jeremy motioned, seconded by Robert Patrick, to approve previously amended salary to a total, not to exceed, compensation of \$65,000 (includes base salary and bonus). Motion passes unanimously with H.R. Jung abstaining.
- **Strategic Plan Working Group Committee**
 - Jeremy is looking for members to help develop the policies and procedures
 - Tiffany Beenken, Grant Helms, and Robert Patrick offered up their help

VIII. ANNOUNCEMENTS

- Festival Launch Party at Metro on May 6th, catered by Chipotle
- Need volunteers for next Friday's Educational Series

IX. ADJOURNMENT

Tiffany Beenken moved and Chris Schneider seconded, without objection, to adjourn the April 12, 2017 Indy Pride Board of Directors meeting at 8:33 p.m.

Respectfully Submitted:

Tiffany Beenken
 Assistant Secretary
 Indy Pride, Inc.